

## COUNCIL COMMUNICATION

|   |               |   |            |                       |
|---|---------------|---|------------|-----------------------|
|  | Number:       | <b>21-133</b>                                   | Meeting:   | <b>March 22, 2021</b> |
|   | Agenda Item:  | <b>34</b>                                       | Roll Call: | <b>21-0486</b>        |
|   | Submitted by: | <b>James R. Wells, Human Resources Director</b> |            |                       |

### AGENDA HEADING:

Approval of collective bargaining agreement with the Central Iowa Public Employees Council (CIPEC) for the period July 1, 2021 through June 30, 2026.

### SYNOPSIS:

The City has reached a voluntary agreement with CIPEC. The term of the agreement is for five (5) years beginning July 1, 2021 and ending June 30, 2026. CIPEC has ratified the agreement and staff recommends its approval.

### FISCAL IMPACT:

Amount: The cost of the agreement is within the budget approved by City Council. The costs of each item, if any, are enumerated below.

Funding Source: Salary and benefit costs are paid from the various City departments and divisions that employ CIPEC employees, such as Public Works Department, Parks and Recreation Department, Fleet Services, Facilities Division, Police Department, Traffic and Transportation Division and the Wastewater Reclamation Authority (WRA).

### ADDITIONAL INFORMATION:

- CIPEC represents approximately 450 full-time and seasonal employees. The specific items included in this voluntary agreement are:
  - Five (5) year contract term beginning July 1, 2021 and ending June 30, 2026.
  - Across-the-board wage increase of 2.50% for each year of the contract. Base wages are estimated to increase by \$677,000 in fiscal year (FY) 2022.
  - Adds sexual orientation and gender identity to the Non-Discrimination Article. No anticipated budget impacts.
  - Allows the union to resolve complaints regarding new or existing work rules through Step 4 (City Manager) of the grievance process. No known budget impacts.
  - Amends the overtime calculation to include vacation and compensatory time used as time worked for purposes of calculating weekly overtime. The anticipated budget impact is \$51,000 in FY 2022.
  - Reinstates binding arbitration to the grievance process. No known budget impacts.
  - Recognizes Juneteenth as a City paid holiday. The value of one (1) recognized holiday for the CIPEC unit is estimated at \$105,000 per year.

- Confirms that military service and jury duty are provided in accordance with City policy and state and federal law. No anticipated budget impacts.
- Accelerates vacation leave accrual schedule by one (1) year and eliminates the practice of adding 40-hours of vacation to employees' vacation bank upon achieving each new accrual increment. No anticipated budget impacts.
- Resets timelines to enforce vacation accrual maximums in response to employees being unable to use their vacation leave during the COVID-19 pandemic. Minimal to no anticipated budget impacts.
- Provides shift differential pay to employees assigned to the overnight shift for emergency operations, such as flood, snow, and other disasters. Impact to budget is estimated at \$4,800 per year.

**PREVIOUS COUNCIL ACTION(S):**

Date: April 9, 2018

Roll Call Number: [18-0609](#)

Action: [Collective](#) bargaining agreement with Central Iowa Public Employees Council (CIPEC) for the period July 1, 2018 through June 30, 2021. ([Council Communication No. 18-155](#)) Moved by Coleman to adopt. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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